

# Review of Innovative Quality Indicators of Faculty in Institutions: A Study in Perspective of Students' Performance

Preksha Dattani<sup>1,\*</sup>

### *Abstract*

*Generally, there is an immoderately competitive market. As of now, we do not just compete with the surrounding networks but along with this, we need to compete globally also. So, for that, we need to work with the base. As education gives confidence, enhance skill, and develop better leading personality. So, for that, a learning and a creative environment must be required as in that students learn from others, work in coordination, and develop themselves in a competitive global environment. That is, we need to work on the quality of the students as they will be the future entrepreneurs and professionals. Consistency in work is the key to success. So, it can be said that apart from their basic academics, there is an imperative need for quality focus. The aim of the research paper is to analyze or identify the correlation between innovative quality indicators of faculty and student performance. The aim behind the research paper is to improve quality for teaching as education is the basis for the future growth of students. So, this research focuses on what are the prime factors that affect the quality of teaching are. For that, a probability sampling method under which simple random sampling of 50 faculties is taken. To make it more reliable and justify the percentage method, a chi-square test is used.*

**Keywords:** Competency, competitiveness, consistency in work, management institutions, quality focus

## INTRODUCTION

At present, we require to make certain changes in basic systems that focus more on quality and innovative ideas. Basically, students learn and develop through the environment that their faculty provides for them [1, 2]. So, we can say that the contribution of faculty must be crucial. It can be said that the participants who are more prone to innovation were able to postpone the fixation on an idea

[3]. Features of innovation:

1. Increase compatibility.
2. It provides the wide stage for exploration.
3. It stimulates action-oriented behavior.
4. Intellectual humility
5. Implementing learning and idea adoption.

## QUALITY INDICATOR

Researcher ideally divides the quality indicator into three types:

1. Input
2. Process
3. Output

### **\*Author for Correspondence**

Preksha Dattani  
E-mail: [prekshadattanidrvrgcet.ac.in](mailto:prekshadattanidrvrgcet.ac.in)

<sup>1</sup>Assistant Professor, Department of Management Studies, Dr. V.R. Godhaniya College of Engineering and IT, Porbandar, Gujarat, India

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**Input Indicator**

Here, it can be said that input indicator is the first step for quality improvement requirement [4, 5]. It indicates the resources, which is basic and primary requirement. So, it is very much crucial for the management institute to have adequate number of resources so that the need for the quality can be accomplished. So let list out the few input resources [6].

1. Academic resources (advanced academic resources)
2. Infrastructure
3. Administrative resources

**Process Indicator**

Here, this phase indicates the environment that is provided to the students. Here, in the environment, we consider working culture [7–9]. It should be competitive and diligent. No matter how many resources the management provides, if it fails to create a competitive environment and enthusiasm in students, it is not worth it. So in this phase, working environment should be focused.

**Output**

Here, the third stage indicates the final result that a management desires.

Input + Process = Output. So, what are the efforts put in the first two phases, it gives result in output. Output indicates whether the efforts are converted into successful result or not. Here, let it describe the criteria for output.

1. Academic result
2. Skills and competency achieved by the students.
3. Achievement of students.
4. Work dedication and commitment.

**OBJECTIVES OF THE STUDY**

1. To focus on the quality improvement and advancement of teaching methods.
2. To improve students' performance and skills.
3. To make maximum use of the resources.
4. To provide a competitive working environment.
5. To study the impact on student performance by improving the quality indicator in management faculty.

**LITERATURE REVIEW**

*Rouis (2014)*. It is necessary to create a learning environment in the campus so that students come forward and involve themselves. As self-motivated students, they work more dedicatedly and are highly engaged in their work so it is the duty of the faculty to create such a type of environment. As desire is most crucial part of learning, it can be said that it is the first step of learning. It is the most difficult and challenging task which a faculty is facing [10].

*Mountford and Rogers (2017)*. Students first need to understand the importance of quality education then they can relate it with their vision. So by this way, students' dedication automatically increases. As they must now that their quality in work will be required further in their career. As it is not possible by the force or compulsion, it should be done willingly. So, faculties need to make students more responsible towards their career as it will boost up their energy [11].

*Yancey (2020)*. Research shows that students' self-evaluation is required for their quality improvement but most of the students resist it due to fear of failure embracement within classroom or apart from this. So, for that faculties must ensure that student must be comfortable and confident regarding their work. To remove the fear of failure is the prime duty of faculties as student must be ready to accept pros and cons of work. One thing that is required is consistency in the work which can be nourished with support of faculties [12].

Rostker (2020). Faculties also get data by conducting research on various parameters like total number of tasks, average time to perform the task, and quality assessment of each task. So, by this way, problem can be easily identified, and solution of that problem can be easily formed. At the end within specific time, new technique can be easily framed by faculties for better outcome [13].

## METHODOLOGY

This research is based on primary data collection. The required information is collected through questionnaire which is filled by faculties in which their opinions were shared. The location of the study was Porbandar area [14]. The sample size is 50. Data collected were tabulated (Table 1) and analyzed using percentage method and chi-square test.

## CHI-SQUARE TEST

Faculties' experience and knowledge have impact on making task more effective.

- **H0:** Faculties experience and knowledge have impact on making task more effective
- **H1:** Faculties experience and knowledge have no impact on making task more effective

**Table 1.** Collected data from the research.

Particulars	Observed frequency	Expected frequency	O-E	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> /E
Strongly agree	6	7	-1	1	0.14
Agree	10	7	3	9	1.28
Neutral	5	7	-2	4	0.57
					1.99

$$Df = n-1$$

$$= 3-1 = 2$$

$$x^2 \text{ tab} = 5.99,$$

$$x^2 \text{ calculated} = 1.99$$

$$x^2 \text{ tab} > x^2 \text{ calculated}$$

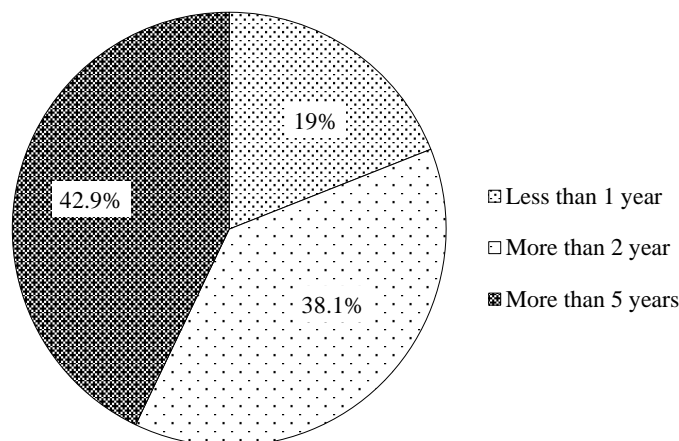
H0 is accepted.

## Questionnaire-based Survey

### How long have you been working with the institute?

#### Interpretation

From Figure 1, it can be said that most of the faculties have at least 2 years of experience. Around 19% of faculties have more than 5 years of experience.

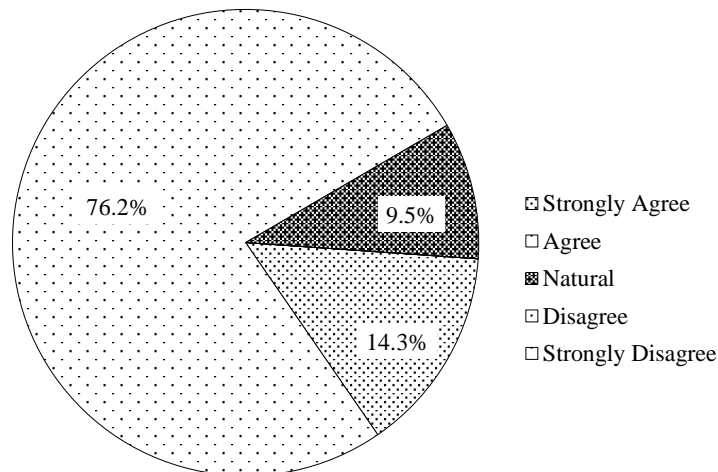


**Figure 1.** Graph representing working experience of faculties.

### Faculties' Experience and Knowledge have an Impact on Making Task More Effective

#### Interpretation

In Figure 2, it can be said that 76% of faculties agree that their experience has a strong impact on making tasks more effective. It is also found that there is no negative response there. So faculties are very much interested in making tasks more effective with their knowledge and skills.

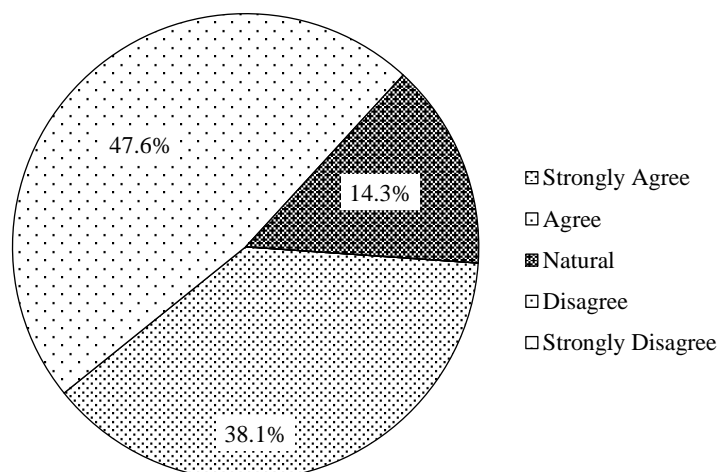


**Figure 2.** Graph representing opinion of faculties on “Faculties’ experience and knowledge have impact on making task more effective”.

### Senior and Experienced Faculties are the Most Valuable Assets of Any Management Institute

#### Interpretation

From Figure 3, it is very clear that the reputation of any college depends on their faculties. 47% of faculties agree on this statement, 38% strongly agree on this statement. So it can be said that experienced faculties are an asset for any organization. As their skills, knowledge, and experience help students grow so it can be said that they are the backbone of any institution.

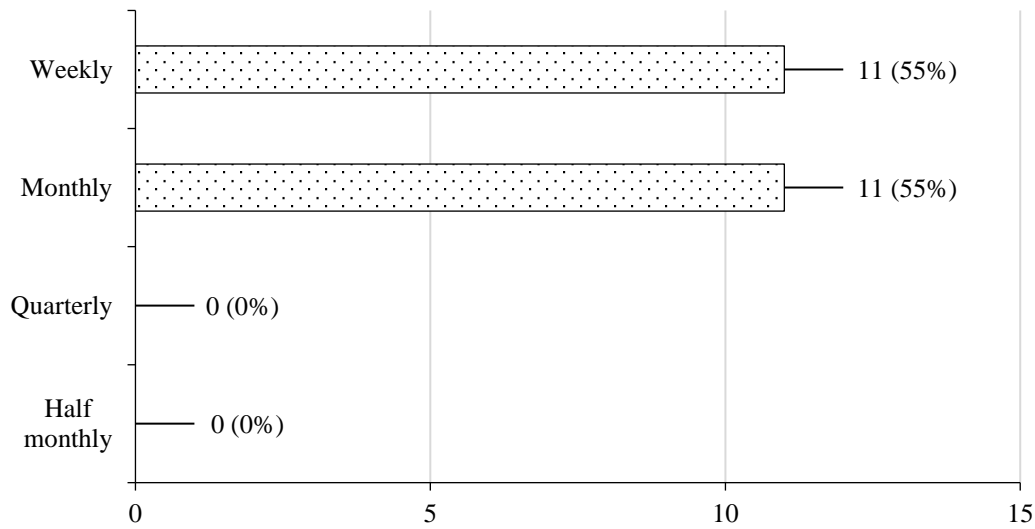


**Figure 3.** Graph representing opinions on “Senior and experienced faculties are the wealthy assets of any management institute”.

### How Often did you have the Freedom to Try Innovative Methods for Better Learning?

#### Interpretation

From Figure 4, it is very clear that for quality education, new and innovative techniques must be required and for that, faculties must have freedom. This type of innovative method is used weekly or monthly so that it is having a good impact on students.

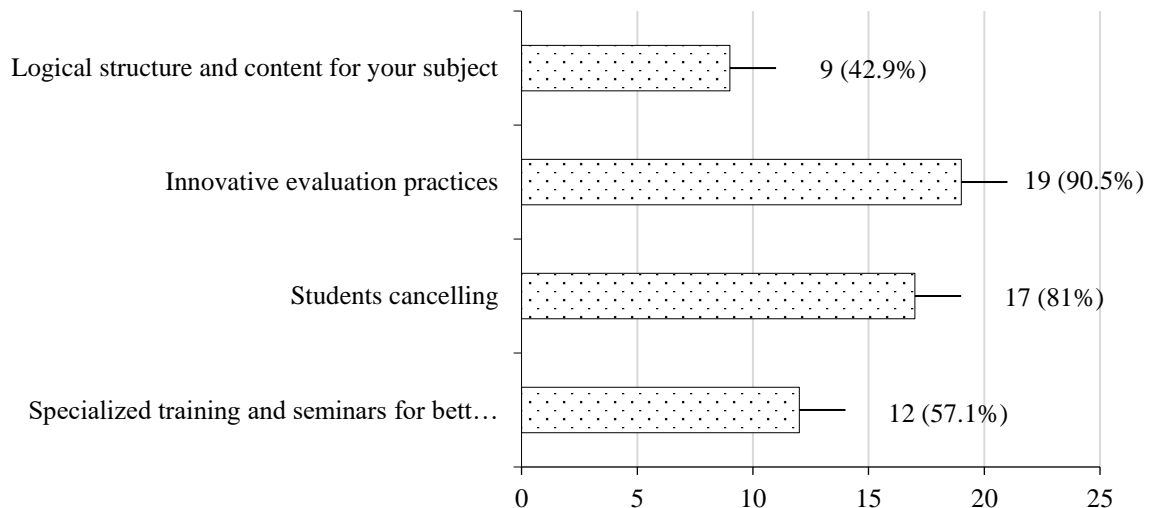


**Figure 4.** Bar graph representing the answer to “How often did you have freedom to try innovative methods for better learning?”

**In Your Opinion, Which is the Most Important Area for Faculty to Focus on Quality Improvement?**

**Interpretation**

In Figure 5, most of the faculties agree that innovative evaluation practices and student counselling have more impact on the improvement of the students’ performance. Specialized training and seminars are also helpful for the overall development of the students. In short, apart from basic theoretical studies, there should be other learning and development activities which help the overall growth of the students.

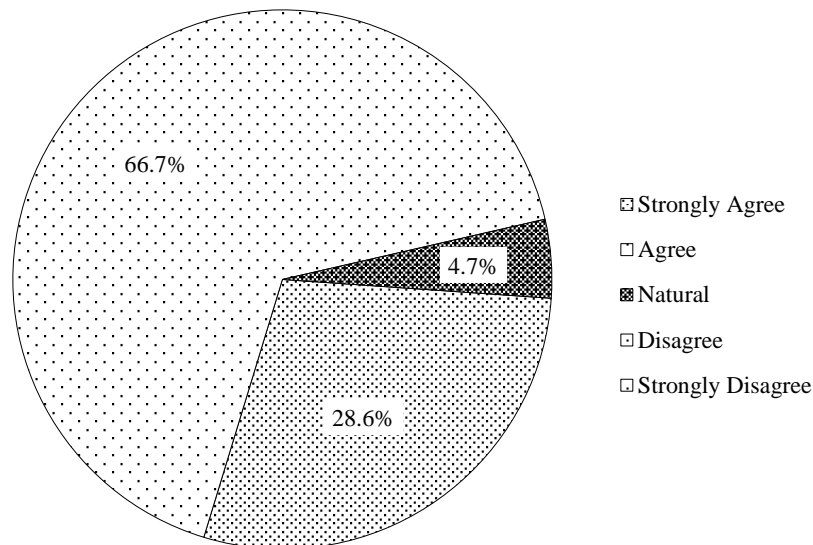


**Figure 5.** Bar Graph representing opinions of people on “In your opinion, which is the most important area for faculty to focus on quality improvement?”

**In Your Opinion, Coordination Between Faculty and Students is Required for Exploring Innovative Quality Indicators**

**Interpretation**

Here, all the efforts are useless if there is no coordination between faculties and students, and 66% of faculties agreed on that. So, it can be said that coordination is basis for any activity. As it is two-way process. Both parties require it for each other’s support (Figure 6).

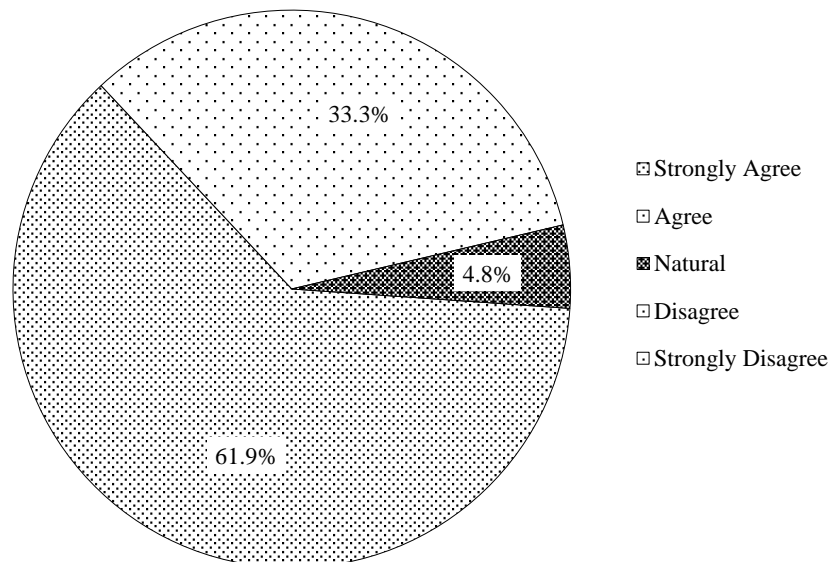


**Figure 6.** Pie chart representing opinions on “In your opinion, coordination between faculty and students is required for exploring innovative quality indicators”.

### Teaching Skills and Convincing Power Indicates Quality of Teachers

#### Interpretation

A good teacher must have a good convincing skill. As students follows their teachers’ methods, working style, and also develop their personality by learning from their teachers, but for that, teachers must have that power to influence their students. 61% of faculties strongly agree on that (Figure 7).

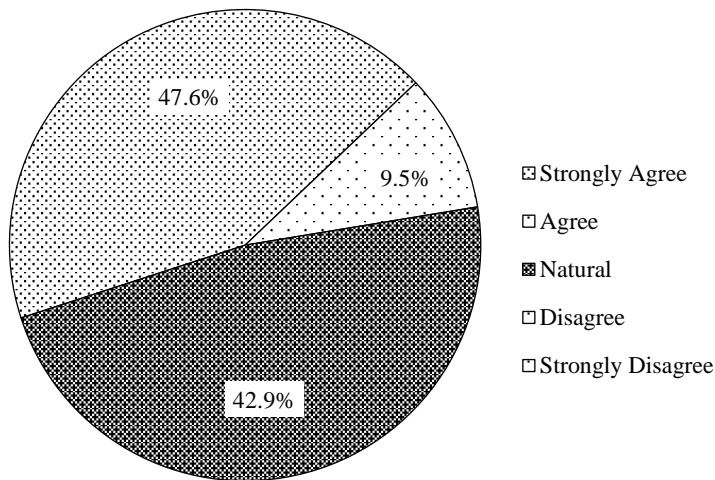


**Figure 7.** Pie chart representing opinions on “Teaching skills and convincing power indicates quality of teachers”.

### For Adopting Innovative Ideas, Faculty Must Possess the Skills, Like Flexibility, Openness to Learn, etc.

#### Interpretation

From Figure 8, it can be said that teachers must have flexibility, openness to learn skill is also required. On this, 47% faculties agreed and 42% strongly agreed. These qualities make their faculties more creative. So, ultimately, it reflects this quality in teaching which makes faculties more creative and understanding, and results show in the students’ performance.



**Figure 8.** For adopting innovative ideas, faculty must possess the skills like flexibility, openness to learn, etc.

## FINDINGS

- It can be said that for successful implementation of quality program in institutes, faculties must be experienced and knowledgeable so that they can convey valuable information.
- Faculties must have freedom to plan new innovative activities.
- This program should be done more frequently for more effective result.
- Ideally, the institute focuses to have faculties who have more than 2 years of experience so that institute is able to provide quality education.
- Along with these, innovative evaluation criteria are the most accepted parameters among faculties as students are more involved in new techniques.
- All these efforts are worthless if students do not have coordination with their faculties. So, coordination must be there.

## CONCLUSION

Observing today's trend and requirements, faculties must focus on quality education through proper coordination with students. Experienced and dedicated faculties are the company's wealthiest assets. Faculties must have freedom to implement their new techniques. Hence, it can be said that faculties experience and knowledge make tasks more effective. So, most of organizations need to focus on qualified and experienced staff so that it will have great impact on students' performance.

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